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Testimony

to the

Committee on Veteran's Affairs

On

"Employing Veteran's of Our Armed Forces"

Presented by:

Kevin Horigan

Group Vice President, Public Services

March 24, 2004

PeopleSoft.

BIOGRAPHY AND COMPANY PROFILE

Kevin M. Horigan, Group Vice President, Public Services

As group vice president of PeopleSoft Public Services, Kevin Horigan is responsible for the state and local government, kindergarten through 12th-grade, higher education, federal, and healthcare market sectors, together representing more than 2,100 customers.

Horigan joined PeopleSoft in 2000 as the managing director of Education and Government (E&G). A proven business leader in the education and government markets, Horigan led the PeopleSoft E&G division to 100 percent revenue and profit growth through customer-specific and product-centric marketing, sales and satisfaction initiatives. Horigan's customer successes at PeopleSoft include The State of Florida, The State and University System of North Dakota, The United States Department of Defense, The California State University System and The City of Los Angeles.

Horigan has spent more than 20 years in the technology industry, with a number of organizations including Oracle Corporation, MicroStrategy Inc. and Sand Technology. He has spent his career committed to leading customer-focused field operations and creating and maximizing customer value.

Horigan earned a bachelor's degree in accounting and finance from St. Bonaventure University. A well-known industry speaker, Horigan has represented PeopleSoft at a number of industry events and conferences. He lives in Maryland with his wife and two children.

PeopleSoft Overview

PeopleSoft (NASDAQ: PSFT) is a provider of enterprise application software with 11,900 customers in more than 25 industries and 150 countries. Only PeopleSoft's pure internet software enables organizations to reduce costs and increase productivity by directly connecting customers, suppliers, partners and employees to business processes on-line, in real time. PeopleSoft's world-class applications include Human Capital Management, Customer Relationship Management, Financial Management, Supply Chain Management, and Application Integration. In addition to our industry leading applications, PeopleSoft provides support services, consulting and training for organizations that desire flexibility, speed, and lower cost of ownership. PeopleSoft employs more than 13,000 people worldwide.

As part of an ongoing effort to offer customers a broader range of solutions and support, PeopleSoft acquired J.D. Edwards in July of 2003, creating the second largest enterprise application software company in the world. This acquisition represents a compelling combination for PeopleSoft customers and shareholders. J.D. Edwards' strength in asset-intensive industries complements PeopleSoft's longstanding leadership in service industries and government. J.D. Edwards' expertise with mid-market

companies adds to PeopleSoft's proven success with large enterprises. Together, the merged companies share a reputation for customer-driven development and support.

Recognizing that every industry has its own unique needs, PeopleSoft has tailored products and put together suites that now address those requirements for more than 25 specific industries within Manufacturing and Distribution, High-Tech, Asset Intensive, Project and Service, Financial Services, Real Estate, Construction, Healthcare, and Education and Government. The initiatives include industry-specific products, customization of existing applications, and sales and marketing support through direct channels and business alliances.

In offering customers a unique combination of choice, value, and innovation, PeopleSoft will continue setting the industry standard for quality enterprise applications and support.

PeopleSoft.

TESTIMONY

Mr. Chairman, distinguished Members, and colleagues:

It is an honor for me and for PeopleSoft to be invited here and I thank you for the opportunity to testify before the House Committee on Veterans' Affairs on "Employing Veterans of Our Armed Forces." Many contributing factors are projecting this important topic into the forefront of both public and private sector agendas. Today,

θ   Many public sector organizations are facing an unprecedented numbers of workers eligible for retirement in the next 5 years. Some states and federal agencies project up to 50% of their workforce is eligible for retirement today.

θ   Many private sector organizations are just beginning to reap the benefits of the economic recovery – job creation is just beginning.

θ   State and local first responder organizations are burdened due to deficit situations, reduced funding, and key personnel being called to active duty from Reserve and National Guard units.

θ   All organizations are seeking technology-savvy resources to compete or provide higher level of services to customers and citizens.

For continued military and operational readiness, the combined Armed Forces spent $17B on training last year alone. However, private sector and state and local governments were not in a position to spend even a fraction of this on training.

For veterans these factors mean tremendous opportunity. For hiring entities, the opportunity is even greater.

θ   Our veterans are more educated than non-veterans. This equates to less training required by employers.

θ   Our veterans have critical skills not easily assessable in the private sector. Skills including communications, encryption, security, and other computer and technology skills, healthcare, logistics/manufacturing.

θ   Greater than 50% of veterans coming out today have advanced technology and computer skills.

But there are other characteristics as well that make veterans an attractive group for recruitment and employment.

θ   Loyalty

θ   Stress Management

θ   Discipline

θ   Leadership

More organizations must leverage these assets. Companies have the need for people with these characteristics today. In some cases, the need for technical and computer skills is urgent to support mission critical business applications and functions.

At PeopleSoft, the fourth largest software company in the United States, we employ more than 12,000 people. We have a diverse workforce that is dispersed across the United States. Our major employment centers include our corporate headquarters in Pleasanton, California, and major offices in New Jersey, Colorado, Texas, Pennsylvania, Georgia, Illinois and our Public Services headquarters in Bethesda, Maryland. My organization serves Public Service Organizations, including State & Local governments, and Federal clients, as well as Higher Education, K-12, Healthcare, and public utilities.

As I look at PeopleSoft's workforce, which is representative of most high tech companies, the vast majority of individuals are highly educated, motivated, and technology-oriented. Now, let us look at the picture of today's veteran. To look at the over 4 million veterans that have exited the Armed Forces since 1990, 75% of them have been between the ages of 20 and 34. These veterans are educated, trained, dedicated, and highly employable. There are many parallels.

Veterans are a valuable part of the PeopleSoft workforce, particularly the Public Services group. The technology, logistics, healthcare, and security skills have immense applicability. We actively recruit and hire veterans. Veterans serve as Account Executives, Directors, technical and business professionals and accountants. Veterans are present in every part of PeopleSoft's business.

I'd like to talk now about what we're doing beyond the walls of PeopleSoft, to assist veterans in their employment efforts on a larger scale, and make sure that you know where you too can help repay the debt of honor we all owe these soldiers returned as citizens.

PeopleSoft has been the leader in Human Capital Management since our start 15 years ago. The very concept of Human Capital Management is based on moving beyond viewing workers as expendable assets to treating them as invaluable resources.

Today, complex information systems are used by the military to track individual readiness, certifications, training, education levels, and even specialized skills. However, as these individuals leave the Armed Services, we are not leveraging these systems to assist in job placement.

We can do more. We need to do more. Veterans at large are a tremendous boon to the US workforce and essential to making the US economic engine turn. In some cases, we are at risk of under-utilizing these resources. We need improvements in the ways we outplace veterans and in the job search skills we provide for them, but we also need better information flow both to veterans coming out of active service and to employing organizations.

PeopleSoft and Veterans Across America (VAA) are advocating the need to:

θ   Provide the infrastructure to carry over that training and skills information for the veteran to use when seeking employment, and to make sure that hiring companies have a proper appreciation of the benefits that training can bring to them.

θ   Provide Education to industry in the translation of military training to industry skills.

θ   Deliver the tools to industry to be able to readily assess the specialized training, advanced education, unique skills, and soft skills and map those into the more traditional skill sets they already understand.

Human Capital programs such as the Defense Integrated Military Human Resources Systems (DIMHRS) offer a pathway to the first goal. DIMHRS, which is currently in development to provide a single Human Capital Management system for all uniformed military personnel, will capture full information about training, certifications, and evaluations for each member of the military. It will be the richest data set ever of skills for military personnel. We need to ensure that it can go further to retain that information in a form that adds value to the exiting veteran in his or her job search. DIMHRS will be useful in the preparation of a resume or vitae, with detailed training, skills, and evaluation data.

The second objective of translating military training and skills to civilian management requires the actual translation plus the dissemination of that information. We have observed that non-military government has a deep appreciation of the sometimes under-rated value that veterans bring to their workforce. Federal, state, and local governments actively seek out veterans, informally and through preference programs. They have discovered the value. We need to make sure that others in the private sector discover that value as well.

This branding of veterans, as talented, motivated, and capable employees should be one of our goals. It requires cooperation from you, here, on the Hill as well as for us in the private sector. We have to analyze and publicize. Veterans represent a substantial national talent pool, but to get the maximum value from that resource, we need to make some changes in our employment models and behavior. We must coordinate information flow to ensure that we get not only the right information to the right place, but that it is presented in the right context. VAA is a mechanism to achieve this, and I am pleased to add what I can to the process.

It is our responsibility as a nation of people whose protection is afforded by these individuals to honor them by placing them in jobs where their skills are leveraged and valued.

Thank you for your time and attention this morning, and I look forward to continuing our advocacy for veterans.

Supporting Documentation

February 2004, Excerpts from ©SIGNAL Magazine 2004

Pay and Personnel Record Keeping Turns Purple

Integrated system brings jointness to military human resources.

By Maryann Lawlor

With the help of commercial technology, 3.1 million of the U.S. Defense Department's most valuable assets, its people, will soon experience transformation from a personal--and personnel--perspective. Work has begun on a departmentwide system that will integrate personnel and pay systems and track each warfighter's career from recruitment to retirement. Soldiers, sailors, airmen and Marines will be able to access their individual records and, in some cases, update information from anywhere, including from the battlefield. In addition, combatant commanders will have personnel data literally at their fingertips.

Since the mid-1990s, the department has been working on how to turn the military's personnel and readiness system purple, allowing service personnel greater access to and more control of their records. The Defense Science Board recommended combining personnel and pay systems at that time, and work began in earnest to determine the services' functional requirements and the feasibility of using a commercial off-the-shelf solution. As a result, the Defense Integrated Military Human Resources System (DIMHRS) began to take shape. DIMHRS, which will replace 79 legacy systems, will create a single record for service members that will follow them throughout their entire career.

Even today's systems do not track temporary duty assignments, and accountability does not exist, St. Claire says. This became particularly apparent when some operation Desert Storm veterans began exhibiting unusual physical symptoms, she points out. Because the department could not ascertain where soldiers had been stationed, it could not determine whether they had been exposed to dangerous chemicals and others could not be notified that they should be checked by a doctor, she shares.

Compared with existing systems, the benefits of DIMHRS are many and far-reaching, St. Claire says. First and foremost, military personnel will be paid on time and accurately. The active duty payroll process currently takes several days. The current estimate is that DIMHRS will reduce this by at least 25 to 50 percent.

Second, the system will be semi-self-service, so warfighters will be able to correct or update some of their records, such as change of address or number of dependents. This will not be the case in all instances. For example, individuals will not be able to change their pay grade or update training information independently. However, when service members review their records and find errors, they will be able to contact the appropriate authority to correct the records, she explains.

The benefits go far beyond accurate record keeping. From a mission and operations standpoint, combatant commanders will be able to use the system to locate personnel who possess required skill sets. They may, for instance, need someone who is a Tomahawk missile-firing specialist or proficient in Farsi. Using DIMHRS, commanders will be able to query a single database from their desktop computer to find out who is available and closest to their command center. Today, commanders would have to query 12 different databases to acquire this information, and because records may be outdated, they could receive erroneous information.

Once fully implemented, the new system will enable cross-servicing in joint operations. This is especially important in today's warfighting environment, St. Claire says, when so many reservists and guardsmen are part of the active duty force, and manual tracking is not feasible. Although the Marine Corps currently has an integrated system, it is not connected to the other services, so DIMHRS will be the link, she adds.

Capt. Valerie E. Carpenter, USN, joint program manager, DIMHRS, is in charge of DIMHRS implementation and says that the cooperation of all the services has contributed greatly to the success of the project so far. "This certainly represents a change in the approach and strategy from the services. It shows their willingness to commit to best business practices and to do what's in the best interest not only of their service and the Department of Defense but also, more importantly, of their individual service member," Capt. Carpenter says.

Career development is one example of what this system brings to each warfighter. For instance, a soldier may believe his skills are current in a specific area; however, a quick self-review of his record may show that it is time to obtain additional training. This self-service aspect of DIMHRS not only gives service members more control, the captain says, but also it will give defense leaders in the Pentagon near-real-time force accounting. At any time, they will know the number of people in the service and their pay grades as well as the skill sets personnel possess so recruiting goals can be adjusted if necessary.

Implementation of DIMHRS is taking place one service at a time. Although the U.S. Navy is the testing and evaluation organization, the U.S. Army will be the first service to move into the system, followed by the Navy then the U.S. Air Force and finally the U.S. Marine Corps. The government's requirements are very specific, Capt. Carpenter explains, and Northrop Grumman will develop and implement the system, which will go through various levels of testing by the government then undergo operational testing. In all, nearly six months of testing will take place prior to deployment.

According to Defense Department officials, this will be the largest implementation and deployment of the PeopleSoft human resources suite in the world, and Capt. Carpenter says there are several advantages to employing a commercial product. "A lot of the commercial industry development cost and risk is on the company. Also, as new practices and new innovations develop, the commercial sector leads the way, and this way we get to ride along on the coattails of that new innovation and a better way of doing things," she says.

"This also means that we have to change how we do business," the captain observes. "We have to stop being Defense Department-centric and start being best-business-practice-centric and look at the commercial world and say, 'Can we live with the way they do business?' What is important to us is not the process, but that we get the right outcome from the process. If we do, then does the process really matter?"

Capt. Carpenter admits that using commercial products has some disadvantages. Government agencies cannot tell companies when to release a new version or capability, so they are dependent on firms for upgrades scheduling. In addition, although government organizations have specific requirements, the products are developed for the commercial market so they may not meet some needs as precisely as a government-developed item. PeopleSoft has been very responsive in this regard, and the captain relates that the company has been examining the government's terms and has been building its commercial product to meet those requirements at no additional cost to the department.

Cmdr. Jensen relates that current scheduling calls for DIMHRS to be fully implemented for active duty, reserves and National Guard within the next five years. Retirement pay will be handled separately from DIMHRS, but human resources records for retirees will be part of the system.

Both St. Claire and Capt. Carpenter recognize that an implementation of this magnitude involves some challenges. They agree that, at the beginning of the implementation phase, each service will have to identify a sole authoritative source for data for every data element and ensure that the information is correct. "For the services, that's the long pole in the tent," Capt. Carpenter says. This is no small task. As of last fall, the program office had identified 3,000 data elements for all of the services.

Additional information on the Defense Integrated Military Human Resources System is available on the World Wide Web at www.dimhrs.mil.

Supporting Documentation

U.S. Army Leverages PeopleSoft's Student Administration Application for Online University Initiative with PricewaterhouseCoopers

Leading software provider to provide distance learning for US Army

PLEASANTON, Calif. – May 9, 2001 – PeopleSoft, Inc. (Nasdaq: PSFT), a world leader in providing eBusiness applications, today announced that its Student Administration software will be used within PricewaterhouseCoopers' online learning portal solution recently selected by the US Army. Under the agreement, PeopleSoft will be instrumental in providing soldiers with convenient and easy access to higher education degrees and advanced training certifications.

"We are proud that PeopleSoft has been selected to provide the administrative component of Army University Access Online," said Ron Sullivan, general manager and vice president for federal at PeopleSoft. "This project is a great opportunity to work in conjunction with our contacts within education and government while helping to provide unprecedented distance learning opportunities to America's soldiers."

PeopleSoft Student Administration will provide the administrative backbone for student records and course registration for the Army University Access Online (AUAO) portal. It offers a comprehensive suite of integrated solutions that automate and improve administrative processes while significantly reducing overhead costs. Designed specifically for the internet, PeopleSoft Student Administration addresses every aspect of student administration – from recruitment through admissions, student services, financial aid, fund-raising, grant-writing and alumni relations. In addition, PeopleSoft Consulting (PSC) will work closely with PricewaterhouseCoopers to build a best-of-breed distance learning solution that leverages the best practices of both organizations.

"We are pleased to have PeopleSoft and other leading e-learning vendors as part of our Army University Access Online solutions-provider team. Our use of best-of-breed technology vendors and our leading edge portal provide critical services for student education, all in one click," said Jill Kidwell, Management Consulting Services partner with PricewaterhouseCoopers.

PeopleSoft®

Supporting Documentation

PeopleSoft Pays Off for the New York State Comptroller

"We have one of the largest state payrolls in the country. It delivers $440 million every two weeks, so it's critical to the state's economy. We rely on PeopleSoft to help us keep it running efficiently and cost-effectively."
Margaret Sherman

Deputy Comptroller for Payroll and Revenue Services

A quarter of a million New York state employees count on receiving their paychecks every two weeks from the Office of the New York State Comptroller. Behind the scenes, the state comptroller executes collective bargaining agreements with 46 unions representing 110 bargaining units, processes 753 different types of payments (overtime, location pay, shift differential, and more), exchanges data and funds with seven different retirement systems, and deducts contributions for a myriad of health and dependent benefits.

"We have one of the largest state payrolls in the country," says Margaret Sherman, deputy comptroller for Payroll and Revenue Services. "It delivers $440 million every two weeks, so it's critical to the state's economy. We rely on PeopleSoft to help us keep it running efficiently and cost-effectively."

Privacy and Productivity

As the office that sets New York state standards for internal control, the state comptroller places a high importance on information security and the privacy of personal employee information. "The security that's built into PeopleSoft has certainly helped," Sherman explains. "And we've been able to upgrade the types of checks and W-2s that we print. Now we are able to provide sealed checks and W-2s and mail them to home addresses."

With the recent downturn in the economy, it is even more critical for the state comptroller to streamline payroll processes. PeopleSoft has helped in this effort by enabling the office to analyze payroll transactions for trends. The payroll bureau provides statistics for the agency payroll offices, which they can use to compare certain performance measures, such as the length of time required to put a new hire on the payroll.

"PeopleSoft has made it possible for us to get that information," Sherman says. "That's pretty powerful. You start to see improvement in those statistics because people now have that performance measurement data. We've targeted the timeliness of initial paychecks, as well as the accuracy of payments to employees leaving the payroll. In one year, we've seen improvements of about 20 percent."

A Big Payoff With PeopleSoft

The state comptroller is currently upgrading to pure Internet PeopleSoft Payroll to improve business processes and add functionality such as employee self-service. It also expects to significantly reduce customizations in key areas, such as garnishments and deferred compensation. Eliminating the customizations from garnishments alone avoids an estimated $1 million in costs.

The payroll bureau plans to use workflow to manage its responsibility for auditing payroll transactions. "Our staff is excited about the possibilities in workflow," Sherman says. Long term, the state comptroller anticipates improved data sharing between that office and the Department of Civil Service, which split the processes for human resources and payroll. "We'd like to offer one-stop shopping for employee self-service. We look forward to savings in printing and distribution of direct deposit advices once our employees are comfortable with self-service," Sherman says.

The state comptroller expects to have the new PeopleSoft solution up and running with 2,000 users by August 2003. "We're very positive about the functionality in PeopleSoft," she adds. "We're looking forward to even more improvements when we upgrade to a web-based system."

The Commonwealth of Massachusetts Manages People and Paychecks with PeopleSoft

"Our goal is to make it easier and simpler for people to do business with us by having a single face of government through the internet. PeopleSoft plays a big part in that effort."
Peter Quinn

CIO

Every other week 90,000 people depend on the Office of the Massachusetts State Comptroller to deliver their paychecks.

"It's a pretty tight fire drill," describes Martin Benison, comptroller of the Commonwealth. "Our pay week ends at midnight Saturday and the last day for time and attendance is Monday. We run the payroll on Tuesday. To the best of our knowledge, we've never missed a check. That's what counts."

While employees need their paychecks, the governor and the legislature depend on the organization for something altogether different—accurate human capital data for analysis. The Commonwealth of Massachusetts has been relying on PeopleSoft Human Resources and PeopleSoft Payroll since 2000.

"PeopleSoft has been the right move for us," says Patricia Wada, former director of Personnel. "The integration between HR, Payroll, and Time and Labor works quite well. We work closely with the House and Senate Ways and Means Committees, and with PeopleSoft we have provided consistent data across the board. That's been terrific, especially during a transition of administrations."

The Commonwealth upgraded its PeopleSoft software in February 2001. "Having pure internet architecture is certainly an advantage," says Peter Quinn, CIO. "It allows us to distribute access to a wide variety of users, which would have been impossible before."

Restructuring Government

Like many states, Massachusetts has had to deal with a lagging economy. With PeopleSoft, the government was able to react quickly and decisively. Recalls Wada, "Our policy makers needed to know their options. We were able to quickly pull enough data so we could perform 'what if' scenarios to evaluate alternatives, like early retirement, furloughs, and other workforce reduction options. This type of analysis would have been extremely difficult to do without that rich database."

An early retirement program was created, enabling the Commonwealth to move much-needed resources into other areas. "As a unionized state, the fact that we can quickly understand what any particular earning is costing us is very important for us. We know very quickly what a particular shift differential costs," Wada explains.

As the government continues to reorganize, Massachusetts is shifting its focus to be more proactive in its human resources management. "There's no doubt that the data sitting there is very strategic for a variety of workforce analyses, including collective bargaining," says Wada. "Since we can pull the data apart and put it back together, it allows us to very easily compare what jobs cost in other states. That's important in any kind of labor negotiations.

"There's functionality in PeopleSoft that will enable us to be more strategic in our workforce planning, especially in managing competencies for titles and jobs. We're going to take advantage of that, as well as the functionality of PeopleSoft. Features like Mass Position Transfer will make the restructuring of state government easier by being able to implement that in an automated way," she adds.

Simplifying with eGovernment

Years ago, Massachusetts became one of the first states to launch eGovernment when it put the car registration process online. With PeopleSoft, it is continuing to leverage the internet by giving employees access to a wide range of HR information, including the payroll calendar, deductions calendar, and HR policies and memos. Employees also can go online to instantly access paycheck data. Plans to have time and attendance information available online are in the works.

"Our goal is to make it easier and simpler for people to do business with us by having a single face of government through the internet," Quinn says. "PeopleSoft plays a big part in that effort."

The Lone Star State Transforms IT Initiatives Statewide

"Our investment in PeopleSoft gives us current value, great customer service, continuous new functions, and a positive foundation for the Texas public education business for the decade ahead."
Bill Monroe

Chief of Operations

With a population of over 20 million, the State of Texas is the second largest state in the nation. In an effort to streamline and consolidate information technology initiatives, the state recognized the advantages of having state agencies use the same software.

The State of Texas has undertaken PeopleSoft projects in several entities, including state universities, large cities, counties, hospitals, and public schools. In many cases, this has resulted in sharing of information across agency lines and transforming the way agencies conduct their business.

Track Public Education Programs

"Our investment in PeopleSoft gives us current value, great customer service, continuous new functions, and a positive foundation for the Texas public education business for the decade ahead," says Bill

Monroe, chief of operations for the Texas Education Agency (TEA). "We have the comfort of knowing that we are leaving something of truly positive value to the next generation of employees at this agency."

Based in Austin, Texas, the TEA provides funding and statewide standardized testing and accountability standards for the 1,200 school districts and charter schools serving the 4 million K-12 public school children in the state.

TEA went live on PeopleSoft Financials in 1997. The software has enabled TEA to better manage the business and educational program sides of the agency, including current expenditures of $15 billion and a trust fund of $17 billion. In addition, over the last five years, TEA has been able to operate its financial functions with 100 fewer employees, leading to tremendous cost savings.

In 2000, TEA deployed PeopleSoft Enterprise Performance Management (EPM), making it the first PeopleSoft education and government customer to do so. "The EPM package is a tremendous physical and virtual warehouse that is very rich in functionality, especially in its measure simulation and reporting capabilities," Monroe says. TEA uses EPM to analyze program performance and improve communication with customers and legislative stakeholders. Going forward, TEA will use PeopleSoft EPM for advanced, comprehensive balanced scorecards that link financial operations to its mission of "fulfilling the promise for all Texas children."

Another recent milestone for TEA was implementing PeopleSoft Services Procurement, part of the PeopleSoft Enterprise Service Automation suite, in March 2002. Service Procurement helps TEA with time capture, invoicing and payment, and data analysis and reporting. Within the first week of implementing, TEA had 27 vendors online and, at its one-year anniversary, the agency is now processing $20 million in contracts with the application.

TEA has also licensed PeopleSoft Customer Relationship Management and looks forward to using it in the future for complaints management and monitoring of school districts.

Anytime, Anywhere Access

The Texas Employees Retirement System (ERS), which administers a variety of benefit programs for the State of Texas, has implemented PeopleSoft Benefits Administration to manage health, life, disability, and flexible spending programs for 300,000 employees and retirees.

"Offering 24x7 online access to benefits allows us to deliver first-class customer service," says Sheila Beckett, executive director of the Texas Employees Retirement System. "We also meet our responsibilities as a trust fund by using the most efficient and cost-effective means of service delivery."

ERS plans to add Pension Administration and Payroll for North America to administer its nearly $20 billion pension fund. ERS is live on other PeopleSoft applications, including Human Capital Management and other Financial Management applications.

Streamline Health Department

Texas Department of Health (TDH) has recently implemented PeopleSoft Financial Management Solutions to enable the TDH to more easily process $1.5 billion in transactions. The project was completed on time and under budget. PeopleSoft Financial Management modules implemented include General Ledger, Payables, Purchasing, and Asset Management. Implementing PeopleSoft enabled TDH agencies to replace 20 legacy systems with one integrated software solution.

PeopleSoft.

The Constitution State Selects PeopleSoft

"PeopleSoft met the highest percentage of the state's business requirements of the enterprise software packages we evaluated in our competitive bid process."
Core-CT Project Director

With a population of 3.4 million, Connecticut is New England's second smallest state. Yet, Connecticut has a big plan to replace its aging core financial and administrative systems with a new, fully integrated solution called Core-CT.

Based on PeopleSoft financial, human resources, procurement, and portal technology, the Core-CT system will be used by the state's 70 executive branch agencies, including the departments of transportation, corrections, education, and mental health.

The PeopleSoft payroll system will cut paychecks for 60,000 employees, including those in the legislative branch, judicial branch, and the state's universities.

The State of Connecticut chose PeopleSoft because, according to a Core-CT project director, "PeopleSoft met the highest percentage of the state's business requirements of the enterprise software packages we evaluated in our competitive bid process. PeopleSoft also had the most experience in statewide implementations. This has made it easier to share ideas and solutions with users in other state governments."

The state expects to complete its Phase I implementation of PeopleSoft Financial Management in July 2003 and PeopleSoft Human Capital Management in October. Currently, state agencies use separate stovepipe systems written in five languages, residing on four platforms, and including six databases. That results in poor integration, redundant data entry, and time-wasting reconciliation. Core-CT will store data from all its systems in a single database and give executive agencies statewide access through a web browser.